

Firth School District # 59  
Differentiated Pay Plan

Approved by the Board of Trustees: September 12, 2013  
Information provided by Jason Hancock via webinar

- ✚ Approved plans must be submitted to the state department of education by October 1, 2013
- ✚ Plans must provide evidence that input was taken from individuals or groups of individuals e.g. grade level teams or building level teams
- ✚ Funds can be distributed to non-certified staff as well as certified staff
- ✚ Plans need to indicate how individuals or groups of individuals have earned these funds

IC 33-1004 J sets forth the guidelines

- ✚ \$ 1,450 per unit
- ✚ 41.2 Firth School District Units
- ✚ \$ 59,450 estimated amount of differentiated funds

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Certified Staff Differentiated Pay Plan

- ✚ 90% of total allotment will be available for certified and administrative staff. To include certified staff members, directors and administrators.

*Step #1 – Teachers develop end of course assessments (EOC).*

*EOCs due to building administrator: August 29, 2013*

*Step # 2 – EOCs reviewed and approved by building administrator.*

*EOCs divided up into two parts.*

- 1. End of 1<sup>st</sup> semester (January 20, 2014)*
- 2. End of 2<sup>nd</sup> semester (May 22, 2014)*

*Step # 3 – Students administered pre-tests. Results forwarded to building administrator.*

- 1. 1<sup>st</sup> semester pre-tests administered no later than September 5, 201.*
- 2. 2<sup>nd</sup> semester pre tests administered no later than February 6, 2014.*

*Step # 4 – Students administered post tests.*

- 1. Administer 1<sup>st</sup> semester EOC assessments no later than January 16, 2014. Results forwarded on to building administrator.*
- 2. Determination of compliance no later than February 6, 2014.*
- 3. Administer 2<sup>nd</sup> semester EOC assessments no later than May 15, 2014. Results forwarded on to building administrator.*
- 4. Determination of compliance no later than May 22, 2014.*

*Staff in compliance 1<sup>st</sup> semester will receive ½ of their possible total allotment in either March or April depending on when funds become available from the SDE.*

*Staff in compliance 2<sup>nd</sup> semester will receive ½ of their possible total allotment in either June or July depending on when funds become available from the SDE.*

### General Education Staff

*For a general education staff member to be compliant to the student achievement plan the following steps / targets must be met;*

- 1. Administer 1<sup>st</sup> semester pre-test*
- 2. Forward results to the building administrator*
- 3. Administer 1<sup>st</sup> semester post-test*
- 4. Forward results to the building administrator*
- 5. 80% of all students in all of a teacher's classes must demonstrate a minimum of 10% growth as demonstrated by the post test.*
- 6. All students, including IEP, ESL and Title I are to be included in a general education staff member's totals. Exception; any student who is eligible for an alternate assessment.*

### Special Education Staff

*For a special education staff member to be compliant to the student achievement plan the following steps / targets must be met;*

- 1. Administer 1<sup>st</sup> semester pre-test based upon student's IEP goals*
- 2. Forward results to the building administrator*
- 3. Administer 1<sup>st</sup> semester post-test*
- 4. Forward results to the building administrator*
- 5. 50 % of all students in all of a teacher's classes must demonstrate a minimum of 10 % growth as demonstrated by the post test.*
- 6. All IEP students are to be included in a special education staff member's totals.*

2<sup>nd</sup> semester procedure to be the same as 1<sup>st</sup> semester

### TIME LINE

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|-----------------------------|--|
| <i>1. August 29, 2013</i>   | <i>EOCs submitted to building administrator for approval.</i>      |
| <i>2. September 5, 2013</i> | <i>1<sup>st</sup> semester pre tests administered to students.</i> |
| <i>3. January 16, 2014</i>  | <i>1<sup>st</sup> semester post tests administered.</i>            |
| <i>4. February 6, 2014</i>  | <i>Determination of compliance.</i>                                |
| <i>5. March-April</i>       | <i>½ of allotment.</i>   |
| <i>6. February 6, 2014</i>  | <i>2<sup>nd</sup> semester pre tests administered to students.</i> |
| <i>7. May 15, 2014</i>      | <i>2<sup>nd</sup> semester EOC administered to students.</i>       |
| <i>8. May 22, 2014</i>      | <i>Determination of compliance.</i>                                |
| <i>9. June-July</i>         | <i>½ of allotment.</i>   |

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### Non - Certified Staff Differentiated Pay Plan

-  10 % of total allotment will be available for non-certified staff. Example; paraprofessionals, food service, transportation, secretaries.

### Non-certificated Staff Members

- ✚ Four hours of professional development aimed at increasing student achievement must be completed – two hours during the first semester for ½ of an individual’s total allotment and two more hours during the second semester for the second half of their individual allotment.
- ✚ Professional development activities will be developed / determined by the paraprofessional / non-certificated staff group and his / her direct supervisor.

Example:

Title I paraprofessionals will participate in corrective reading instruction provided by the Title I Director.

Title VIB paraprofessionals will participate in MTI instructional activities to help them as they work with special needs students. Instruction to be provided by the Director of Special Education.

Secretaries will participate in financial instruction and budget preparation activities so they can better assist in the allotment and tracking of materials to be used in the instruction of students. Instruction will be provided by the Director of Finances, the district business manager.

Bus drivers will participate in bus safety / anti-bullying instruction provided by the Transportation Director.

Food service employees will participate in cleanliness / food preparation instruction designed to help keep food safe so students can stay in school and learn. Instruction provided by Food Service Director.

The Firth School District’s Differentiated Pay plan was developed by the following groups;

- Board of Trustees  
The Board of Trustees met on three separate occasions in open session to discuss and determine the pay plan, twice in August 2013 and once in September 2013.
- Management Team  
The district’s Management Team (which includes the district’s principals and directors)  
The MT met on numerous occasions during the months of August and September to determine how individual staff members might earn differentiated pay. MT made a recommendation to the Board in September 2013.
- Certificated and Non-Certificated staff members  
Certificated and non-certificated staff members met and discussed their ideas for the differentiated pay plan. Input was then provided to MT during the month of August.

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Signed: September 12, 2013  
Sid Tubbs – Superintendent  
Casey Park – Chairman – Board of Trustees

